



Great news regarding your Flexible Spending Account (FSA) plan(s)! New legislation included in the Consolidated Appropriations Act of 2021 will help reduce financial hardship when you participate in a FSA plan(s). These provisions are available on a temporary basis for plans that end in 2020 and/or 2021.

**Based on the new legislation, your FSA plan(s) on TASC Universal Benefit Account will be automatically updated to include the new provisions outlined below, where applicable.**

No further action is needed from you - LADWP Flex plan staff has been working out the details with our FSA administrator, TASC, to ensure implementation of the new legislation. The following provisions and plan changes will immediately go into effect.

### Provisions & Plan Changes

**Year-End Processing Election:** The below provisions will be applied to the LADWP Plan and your individual FSA.

- **Carryover for Medical and Dependent Care Accounts:** The carryover amount will be temporarily updated to be **unlimited** for plan years ending in 2020 and 2021 for the Medical Out-of-Pocket Expense Account and the Dependent Care Account.
  - **What This Means for You:** Previously, the LADWP Medical Account carryover amount was \$500, and there was NO carryover for the Dependent Care Account. The carryover is now changed to include **any** unused amount from 2020 into 2021, and from 2021 into 2022.
- **Midyear Election Changes:** All plans will be updated to accept election changes from participants at any time without a change in status for plan years ending in 2021.
  - **What This Means for You:** The IRS has declared that Covid-19 is its own qualifying event that allows you to stop, start, increase, or decrease your elections anytime during the 2021 plan year. This change does not have to be personally or directly related to Covid-19, the existence of the virus now allows any changes without the need to submit verifying documentation.
- **Dependent Care Account Age Limit Increase:** Effective plan year 2021, the Dependent Care Account age limit was increased to 14 years old (formerly age 13).
  - **What This Means for You:** Dependent Care Account current contributions, and carryover from Plan years 2020 and 2021 may be used for eligible expenses for dependents up to age 14.

## FAQ About the FSA Plan Changes

### **What should I do with my FSA account(s) now?**

Review your FSA accounts online <https://uba.tasconline.com/login> to note your 2020 and 2021 account balances and available carryover(s) in applicable accounts.

### **Will I lose any 2020 or 2021 unused account funds?**

No. After March 31, 2021, TASC will finalize LADWP's 2020 Plan and make any 2020 account balances available for your use; however, it may take up to 90 days for those balances to become available. The unused funds availability is also applicable to Plan Year 2021 accounts that carryover to 2022.

### **I did not enroll in a 2021 account. May I do so now?**

Yes, you may start a 2021 Flexible Spending Account mid-year. The new legislation allows for mid-year changes - start, stop, increase, decrease. Submit a [2021 Flex Plan Enrollment Form](#) or [2021 Change of Election Form](#) to [Flexplan@ladwp.com](mailto:Flexplan@ladwp.com).

### **Do I need a qualifying event with documentation to start my mid-year 2021 account?**

No. Currently, you no longer need a documented qualifying event to start a mid-year 2021 account.

### **What form do I use to enroll in, or change a 2021 FSA?**

Use the [2021 Flex Plan Enrollment Form](#) or Change of Election [2021 Change of Election Form](#) and submit it to the Flex Plan Office at [flexplan@ladwp.com](mailto:flexplan@ladwp.com).

### **When will my new, or changed 2021 Flex account be effective?**

New enrollments are effective the date of submission. Only applicable expenses from that date or after are eligible for reimbursement. Account enrollments and changes may take up to 2-3 paydays (4-6 weeks) to appear on your paycheck stub.

### **Who is eligible to enroll in a 2021 Flexible Spending Account?**

Active LADWP Civil Service employees regularly scheduled to work at least 20 hours per week. Employees who are retired, exempt daily rate, part-time exempt, or on a limited appointment, are not eligible.

### **Whom do I contact if I have more questions?**

Contact LADWP Flex plan staff at [flexplan@ladwp.com](mailto:flexplan@ladwp.com) and 213-367-3539 (FLEX). Contact TASC at (800) 422-4661.

Additional FSA Plan information may also be obtained at [MYDWP](#) (network login required; Go to Home/Human Resources/HR Groups/Employee Health and Benefits/Flex Plan) or at [eBenefits Flex Plan Info](#)